

Oregon Zoo

5-year strategic plan to advance
diversity, equity and inclusion

August 2018



Zoo equity action plan team

Project team

DEI Action Team

Metro DEI staff

Community members

Ongoing DEI work

Economic access initiatives

Youth programs

Community partnerships

Oregon Zoo

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TICKETS

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Open



Opportunities ahead

Making racial equity part of all of our work

Deepening and strengthening relationships
with community organizations

Building a diverse staff and creating career
pathways for communities of color

Our vision for equity

Oregon Zoo advances racial equity on zoo grounds and in our regional community by ensuring diversity, equity and inclusion are incorporated into all of our work. Our mission to inspire our community to create a better future for wildlife is stronger and more relevant than ever because our programs and services are accessible, welcoming and inclusive.



Strategy 2: Engage and educate staff

Meaningfully engage and educate employees on diversity, equity and inclusion.



Strategy 3: Deepen partnerships with community

Meaningfully engage communities of color and partner with community-based organizations to advance racial equity.

Goal D: Metro creates safe and welcoming services, programs and destinations

- Metro staff is aware of tools and resources available to support community in accessing Metro destinations and services
- Metro hosts cultural events at its destinations and venues
- Metro creates various ways to assist communities of color in becoming aware of Metro services, programs and destinations
- Metro creates systems to better understand the communities who utilize Metro services, programs and destinations
- Metro destinations acknowledge historical significance of site
- Metro facilities are welcoming and safe



Strategy 5: Invest in workforce diversity

Commit to inclusive and equitable hiring practices zoo-wide and build pathways for career growth with a racial equity approach.



